

Panaji, 13th March, 2025 (Phalgun 22, 1946)

SERIES II No. 50

OFFICIAL GAZETTE GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note: There are three Extraordinary issues to the Official Gazette Series II No. 49 dated 6-3-2025 as follows:-

- 1. Extraordinary (No. 2) dated 10-3-2025 from pages 1131 to 1132 regarding Order/Notification from Goa State Election Commission.*
- 2. Extraordinary (No. 3) dated 11-3-2025 from pages 1133 to 1146 regarding Circulars from Office of the Commissioner of Commercial Taxes.*
- 3. Extraordinary dated 7-3-2025 from pages 1129 to 1130 regarding Order from Department of Home.*

GOVERNMENT OF GOA Cooperative Societies

Notification

5-2034-2023/ARSZ/HSG/3575

Date: 08-Jan-2024

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "The Peace Lilies Co-operative Housing Maintenance Society Limited Opp: A.V. D'Costa Hospital, Fatorda, Salcete" - Goa is registered under code symbol No.- RCSSZ2023-240084.

Sd/-

(Monal Manerikar)

Asst. Registrar of Coop. Societies

South Zone, C Type Quarters, C-2(Ground Floor),
PWD Complex, Fatorda, Margao - Goa. 403602

Dated:- 08/01/2024

CERTIFICATE OF REGISTRATION

"The Peace Lilies Co-operative Housing Maintenance Society Limited, Opp: A.V. D'Costa Hospital, Fatorda, Salcete" - Goa has been registered on 08/01/2024 and its bears registration Code symbol No. RCSSZ2023-240084 and its classified as "Co-operative Housing Society" under sub-Classification "No.7-(d)-Co-operative Housing Maintenance Society" in terms of rule 8 of the Goa Co-operative Societies Rules, 2003.

Sd/-

(Monal Manerikar)

Asst. Registrar of Coop. Societies

South Zone, C Type Quarters, C-2(Ground Floor),
PWD Complex, Fatorda, Margao - Goa. 403602

Dated:- 08/01/2024

—◆—

Notification

5/430/ARPZ/24-25/Hsg.Maint/Reg/2108

Date: 13-Feb-2025

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "SAYYADRI RESIDENCY PHASE - I CO-OPERATIVE HOUSING MAINTENANCE SOCIETY LIMITED", SILVANAGAR PONDA - Goa is registered under code symbol No.- RCSPZ2024250063

(Pankaj V Marathe)
Asst. Registrar of Coop. Societies
Ponda Zone

Asstt Registrar of Coop Societies, Sahakar Bhavan, Curti Ponda- Goa

Dated: 13/02/2025

CERTIFICATE OF REGISTRATION

"SAYYADRI RESIDENCY PHASE - I CO-OPERATIVE HOUSING MAINTENANCE SOCIETY LIMITED", SILVANAGAR PONDA - Goa has been registered on 13/02/2025 and its bears registration Code symbol No. RCSPZ2024250063 and its classified as Co-operative Housing Society under sub-Classification No. 7-(d)-Co-operative Housing Maintenance Society in terms of rule 8 of the Goa Co-operative Rules, 2003.

(Pankaj V Marathe)
Asst. Registrar of Coop. Societies
Ponda Zone

Asstt Registrar of Coop Societies, Sahakar Bhavan, Curti Ponda- Goa

Dated: 13/02/2025

—◆—

Order

18/5/Federation/TS-II/HO/2017/RCS/4435

Date: 04-Mar-2025

(Under Section 67A of the Goa Co-operative Societies Act, 2001 (Goa Act No. 36 of 2001))

WHEREAS, the Goa State Co-operative Marketing and Supply Federation Limited (registered under code symbol no. CON.27/Goa) "Sahakar Bhavan", Near Municipal Market, Panaji, Goa (hereinafter referred to as "the said society" or as "Marketing Federation") is a society registered under erstwhile Maharashtra Co-operative Societies Act, 1960 as was applicable to the State of Goa and is now deemed to be a society registered under the Goa Co-operative Societies Act, 2001 (Goa Act No. 36 of 2001) (hereafter referred to as "Act").

AND WHEREAS, the Board of Directors (BoD) of the Marketing Federation consists of 12 Directors out of which one is a elected representative of "A" class members, six are elected representatives of "B" class members, two are elected representatives of "C" class members, one is representative of Apex financing agency, one is representative of the State Government and the Managing Director is Ex officio Director.

AND WHEREAS, the last election was held in the year 2021 to constitute BoD of Marketing Federation for term 2021-2026 and the result of election was declared on 22/03/2021 whereby the following 8 Directors were declared elected.

Sr. no.	Name of the Director	Designation
---------	----------------------	-------------

1.	Shri Sakha Nanda Malik	Chairman
2.	Shri Premanand V. Chawdikar	Vice-Chairman
3.	Shri Vital Saji Vernekar	Director
4.	Shri Mohandas P. Sawaikar	Director
5.	Shri Govind Narvekar	Director
6.	Shri Kanta S. Gaonkar	Director
7.	Shri Prakash V. Naik	Director
8.	Shri Ramkrishna S. Parab	Director

AND WHEREAS, from the Inquiry Report dated 21/05/2024 it evident that out of 12 directors, 2 posts of directors i.e. 1 representative of 'C' class members and 1 representative of Apex financing agency) are vacant thereby reducing the strength of the BoD to 8.

AND WHEREAS, 3 members of the society who have filed their nominations for the election to the BoD for the term of five year w.e.f. 2021, being aggrieved with the decision of the Returning Officer to reject their nominations, filed an appeal no. 22/2021, 23/2021 & 24/2021 before the Hon'ble Cooperative Tribunal to redress their grievance.

AND WHEREAS, the Hon'ble Co-operative Tribunal in its Judgment & Order dated 13/12/2024 in the Co-operative Appeal No. 22/2021, 23/2021 & 24/2021, has set aside the election of the BoD of the Marketing Federation for the five year term of 2021-2026 for Class-A, B & C.

AND WHEREAS, by virtue of the above orders, the Marketing Federation is rendered without any effective BoD. Moreover, the Chairman of the Marketing Federation is one of the elected Director of whose election is set aside by the Tribunal, as such the Marketing Federation is left without any Chairman and without any BoD capable of functioning in accordance with its byelaws.

In view of above situation, wherein majority of posts of Directors on BoD are vacant due to above reasons, it is felt necessary to provide alternative for management of affairs of Marketing Federation by invoking provision of Section 67A of the Goa Co-operative Societies Act, 2001.

Now, therefore, in view of above recorded reasons and in exercise of the powers vested in me under Section 67A of the Goa Co-operative Societies Act, 2001 I, the undersigned Registrar of Co-operative Societies, do hereby appoint Committee of Administrators (CoA) consisting of following members to manage the affairs of the society till the fresh elections are held and new Board of Directors enters upon office.

1. Shri Ashutosh Apte, Director Administration, Public Works Department, Government of Goa, Panaji – Goa
..... Chairman
2. Shri Damodar Parker Member
3. Shri Vithal S. Gawas Member

The term of the above Committee of Administrators shall be for initial period of six months from the date of issue of this Order. The aforesaid committee shall immediately take over the complete charge of the assets,

books and records of the said society by preparing an inventory/charge transfer certificate and report compliance.

The Committee of Administrators shall take immediate steps to hold fresh elections in accordance with provisions of Act, Rules and Byelaws.

The Committee of administrator shall be subject to the control of the Registrar and obey such instructions as the Registrar may, from time to time give, and shall have power to discharge all or any of the functions of the Board of Directors or of a director, as the case may be, and take all such actions as may be required to be taken in the interest of the Marketing Federation.

Given under the seal of this office.

Kabir K. Shirgaonkar, Registrar of Co-operative Societies & Ex-officio Joint Secretary (Cooperation)



Department Of Environment & Climate Change

Order

7/4/98/ENVT&CC/DIR/Part-I/2148

Date: 04-Mar-2025

In pursuance of the sub-rule (3) of Rule 5 of the Noise Pollution (Regulation & Control) Rules, 2000, the Government of Goa is pleased to direct the “Authority” specified in the Government Notification No.7/4/98/STE/DIR/Part I/922 dated 04-12-2007, published in the Official Gazette, Series II No. 37 dated 13-12-2007, Notification No.7/4/98/STE/DIR/Part-I/1545 dated 15-01-2010, Notification No.7/4/98/STE/DIR/Part I/104 dated 23-04-2015 and Notification No.7/4/98/STE/DIR/Part II/480 dated 12/09/2019, to permit the use of loudspeakers or public address system during night hours (between 10.00 p.m. to 12.00 midnight) during the year 2025, on the days specified in the Schedule hereto, throughout the State of Goa.

“Terms and conditions for issue of permission.

1. The permission shall be granted only on a case-to-case basis, in response to a specific application made by the concerned Village Panchayat, Municipal Corporation/Municipal Council or an individual in the State of Goa.
2. The provisions of the Noise Pollution (Regulation and Control) Rules, 2000 shall be strictly complied with.
3. The ‘authority’ concerned shall monitor the noise levels during the permitted festive occasion and other occasion also, and take prompt remedial action in the event of any violation of the same and of above conditions.”

SCHEDULE

<i>Sr. No.</i>	<i>Cultural/Religious Festive occasion</i>	<i>Date</i>
1.	Carnival (Last day of carnival)	04 th March, 2025
2.	Easter Eve	20 th April, 2025
3.	Ganesh Chaturthi (2 nd day of idol immersion)	28 th August, 2025
4.	Ganesh Chaturthi (5 th day of idol immersion)	31 st August, 2025
5.	Anant Chaturdashi	06 th September, 2025

6.	Navaratri (last day of Navaratri)	01 st October, 2025
7.	Diwali Eve	19 th October, 2025
8.& 9.	IFFI	21 st November, 2025 and 22 nd November, 2025
10.	Christmas Eve	24 th December, 2025
11.	Christmas	25 th December, 2025
12. & 15.	New Year's Eve	28 th December, 2025 to 31 st December, 2025

By order and in the name of the Governor of Goa

Sachin S. Desai, Director & Ex-Officio, Jt. Secretary Environment & Climate Change



Inspectorate of Factories and Boilers

Corrigendum

VI/FAC-3/(GOA/1676) Part/2025-IFB

Date: 06-Mar-2025

Read: Notification No. VI/FAC-3/(GOA/1676) Part/2025-IFB/3738 dated 21.01.2025.

In the first para of Notification read in preamble, the letter and figure “L-26” shall be corrected to read as “L-28”.

Rest of the contents of the above referred Notification remains unchanged.

By Order and in the name of the Governor of Goa

Anant S. Pangam, Chief Inspector of Factories and Boilers and Ex-Officio Joint Secretary



Department of Fisheries

Order

DF/ADMN/DEP/FISH/VOL.I/88/4969

Date: 19-Feb-2025

Read: 1. No. DF/ADMN/DEP/FISH/VOL.I/88/6523 dated 25-Mar-2024.

In pursuance to clause 5 of the Right to Information Act, 2005 (hereinafter referred to as “the said Act”) the following officer/officials are hereby appointed as **Public Information Officer** for the Directorate of Fisheries, to deal with the applications received from the public under the said Act.

Sr. No.	Name & designation of the Public Information Officer	Name & designation of the 1 st Link Public Information Officer	Name and designation of the 2 nd Link Public Information Officer	Jurisdiction
1.	Supdt. of Fisheries, General Branch	Supdt. of Fisheries. Aquaculture & Marketing Section	Supdt. of Fisheries. Enforcement & Offshore	State of Goa
2.	Supdt. of Fisheries.	Supdt. of Fisheries, Fisheries Training	Supdt. of Fisheries, General Branch	State of Goa

	Aquaculture & Marketing Section	Centre		
3.	Supdt. of Fisheries, Enforcement & Offshore	Supdt. of Fisheries, General Branch	Supdt. of Fisheries, Fisheries Training Centre	State of Goa
4.	Supdt. of Fisheries, Fisheries Training Centre	Supdt. of Fisheries, Enforcement & Offshore	Supdt. of Fisheries, Aquaculture & Marketing Section	State of Goa
5.	Supdt. of Fisheries, North Block	Supdt. of Fisheries, South Block	Supdt. of Fisheries, Central Block.	State of Goa
6.	Supdt. of Fisheries, South Block.	Supdt. of Fisheries, Central Block.	Supdt. of Fisheries, North Block	State of Goa
7.	Supdt. of Fisheries, Central Block.	Supdt. of Fisheries, North Block	Supdt. of Fisheries, South Block.	State of Goa
8.	Office Suptd., Establishment Section	Research Assistant Planning & Statistic	Assistant Accounts Officer, Accounts Section	State of Goa
9.	Assistant Accounts Officer, Accounts Section	Office Suptd., Establishment Section	Research Assistant Planning & Statistic	State of Goa
10.	Research Assistant Planning & Statistic	Assistant Accounts Officer, Accounts Section	Office Suptd., Establishment Section	State of Goa

The above designated officer/officials shall exercise and perform the powers / functions laid down under the RTI Act, 2005 with immediate effect.

The Dy. Director of Fisheries-I (Technical) will be the **First Appellant Authority** for General Branch, South Zone, Central Zone and Offshore/Enforcement Section under this Act to hear the appeals against the decision of the **Public Information Officer** and **Assistant Public Information Officer**.

The Dy. Director of Fisheries-II (Technical) will be the **First Appellant Authority** for Aquaculture/Marketing, Fishermen Training Centre/Ela/Keri Farms and North Zone under this Act to hear the appeals against the decision of the **Public Information Officer** and **Assistant Public Information Officer**.

The Dy. Director of (Admn) will be the **First Appellant Authority** for Planning & Statistics, Establishment and Accounts section under this Act to hear the appeals against the decision of the **Public Information Officer** and **Assistant Public Information Officer**.

Yashaswini B. (IAS), Director of Fisheries.

Panaji, 19th February 2025.



Labour

Notification

28/02/2025-LAB/Part-III/155

Date: 28-Feb-2025

The following Award passed by the Labour Court-II, at Panaji-Goa on 12/02/2025 in Case No. Ref. LC-II/IT/12/2019 is hereby published as required under section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By Order and in the name of the Governor of Goa.
Amalia O. F. Pinto, Under Secretary (Labour)

IN THE LABOUR COURT – II
 GOVERNMENT OF GOA
 AT PANAJI

(BEFORE SHRI SURESH N. NARULKAR, HON'BLE PRESIDING OFFICER)

Case No. Ref. LC-II/IT/12/2019

Shri Madhusudan Ghadigaonkar,
 Post: Golvan, Taluka: Malwan,
 Distract: Sindhudurg – 416604.

..... WORKMAN/PARTY-I

V/s

M/s. Colgate Palmolive (I) Ltd.,
 Plot No. 154, 158 and 160,
 Kundaim Industrial Estate,
 Kundaim – Goa (403 115).

.....EMPLOYER/PARTY-II

Workman/Party-I represented by Ld. Rep. Shri. Subhash Naik.

Employer/Party-II represented by Adv. Shri. M. S. Bandodkar.

PANAJI, DATED: 12/02/2025

A W A R D

1. Inexercise of the powers conferred by Clause (c) of sub-section (1) of Section (1) of section 10 of the Industrial Disputes Act, 1947, (Central Act, 14 of 1947) the Government of Goa, by Order dated 17/10/2019, bearing No. 28/23/2019-LAB-I/642 referred the following dispute for adjudication to the Labour Court-II of Goa at Panaji, Goa.

“(1) Whether the action of the management of M/s. Colgate Palmolive (India) Limited, Kundaim Industrial Estate, Kundaim, in dismissing from the services of it's workman, namely, Shri. Madhusudan S. Ghadigaonkar, Operator, with effect from 16/08/2018, is legal and justified?

(2) If not, what relief, the Workman is entitled to?”

2. On receipt of the reference, a case was registered under No. IT/12/19 and registered A/D notice was issued to the Parties. In pursuance to the said notice, the Parties put in their appearance. The Workman/Party-I (for short 'Workman'), filed his Statement of Claim on 27/01/2020 at Exb-7. The facts of the case in brief, as pleaded by the Workman are that the Employer/Party-II (for short Employer) has factory at Kundaim Industrial Estate, Kundaim, Goa and manufactures toothpaste which is sold all over the country. He stated that the Employer has several other factories in different

parts of the country manufacturing toothpaste, toothbrush etc. as more than 50% demand of such products in India. He stated that the Employer has three factories at Kundaime Industrial Estate under one establishment namely, AOC, POC and flex factory. He stated that the Employer acquired AOC and POC in the year 2011 alongwith their employees with all continuity of service and today all three are one factory for all legal and administrative purposes.

3. He stated that he was employed by the Employer as an “Operator” since 08/02/2010 with POC. He stated that his services were confirmed on 29/10/2011 as an Operator and worked in all the three shifts. He stated that in fact, he did not received any memo or show cause or charge sheet accept the present matter and question. He stated that on 03/03/2018 he was working in B shift from 4.00 p.m. to 12.a.m. in AOC focus factory in microbiology department to conduct sampling activity. He stated that he was assigned a duty of conducting sampling activity of ten batches of Sodium saccharin received on 21/02/2018 under common consignment bearing challen no.16-5A-13. He stated that since the consignment had come from the same force and in one common consignment, he checked four samples and certified that all ten samples were ok. He stated that on 2/4/2018 an internal quality audit was held and pointed out that all the ten batches had to be checked even if received from the same source. They stated that they point out the rules of standing operating procedure. He stated that subsequently, since audit team had found the mistake, all ten batches were checked and found ok and used in the production. He stated that however, he came to be issued a show cause notice dt.10/04/2018. He stated that he approached the Employer and his union for help. He stated that both the Employer and the union advised him to narrate the truth and minor punishment would be imposed on him and let off as this was the first time in his career he was making a mistake. He stated that accordingly he admitted the allegations of mistake mentioned in the said show cause notice dt.10/04/2018.
4. He stated that thereafter the Employer issued him a charge sheet dt.25/04/2018 and thereafter an inquiry was held even though he admitted the allegations of mistake. He stated that the Employer appointed Adv. M. K. Manjrekar as an Inquiry Officer to conduct the inquiry. He stated that the Employer also appointed Ms. Charu Singh as Management Representative. He stated that he was not represented by a Defence Representative. He stated that inquiry was hold on two dates i.e. 10/05/2018 and 15/05/2018 and inquiry was concluded. He stated that the inquiry was held in English language which he does not understand. He stated that he also does not understand Konkani. He stated that during the proceedings on both the days, inquiry proceedings were held in English and there was no translator to explain to him whether what was recorded correctly or not. He stated that during the inquiry, the management examined one witness who was not cross examined by him. He stated that during the inquiry, he examined himself but was not cross examined by the Management Representative. He stated that in the absence of an independent translator or Defence Representative, Ld. Inquiry Officer as well as MR, selectively recorded the proceedings to suit the management case. He stated that his full deposition in inquiry was not recorded and only selective portions were recorded. He stated that all the remaining same batches were subsequently checked and used for production after finding them ok. He stated that after the inquiry, Ld. Inquiry Officer gave his finding dt.08/06/2018.

5. He submitted that the said findings given by the Ld. Inquiry Officer wrongly and mechanically hold that most of the charges levelled in the charge sheet against him are proved. He submitted that the findings of the Ld. Inquiry Officer dt.8/6/2018 are perverse and that there is no evidence that any damage or loss has been done to the properties of the establishment but Ld. Inquiry officer holds that the same charge is proved. He submitted that no evidence regarding damage has been led. He submitted that the fact that all ten batches have been used in production has been suppressed. He submitted that the finding of the Ld. Inquiry Officer are biased and in favour of the management. He submitted that the inquiry was conducted his violation of principles of natural justice. He submitted that although he had admitted the allegations and stated throughout that it was not done with malafide intentions and therefore it is not a misconduct. He submitted that thereafter the Employer issued him a dismissal letter dt.16/08/2018 terminating his services with immediate effect i.e. close of working in B shift of 16/8/2018. He stated that since the date of termination, he is unemployed and did not find any employment till date. He submitted that the wrongful termination for minor misconduct has put a stigma on his carrier and he is finding it difficult to get a job. He submitted that the Employer is governed under the provisions of Certified Standing Orders which lays down procedures for conducting inquiry and types of punishment to be imposed for minor misconduct and major misconduct. He submitted that the allegations levelled in the charge sheet is a minor misconduct as per the Certified Standing Orders and only minor punishment could have been imposed. He submitted that punishment of dismissal could not have been imposed based on provisions of Certified Standing Orders of the Employer. He submitted that before commencement of the inquiry, it is mandatory for Ld. Inquiry Officer to explain in detail the procedure of the inquiry that he is follow and right the same in the inquiry proceedings and more so if Defence Representative is not present. He submitted that all the charges levelled in the charge sheet are not proved. He submitted that the punishment of dismissal imposed on him is highly disproportionate taking into account the facts and circumstances of the case. He submitted that he has a clean past records during his entire service. The Workman therefore prayed that he be reinstated in service with full back wages and continuity in service with costs and in the alternature, he be reinstated in service if minor punishment as provided in the CSO such as loss of annual increments or loss in a portion of back wages.
6. The Employer resisted the claim of the Workman by filing its Written Statement at Exb.8. The Employer, as and by way of its preliminary objections, in the written statement, submitted that the entire reference is bad-in-law, not maintainable and ought to be rejected as the services of the Workman was terminated for grave and serious acts of misconducts, which have proved in the domestic enquiry held against the Workman, that the enquiry which was held against him was held by following the principles of natural justice and giving fair opportunity to him, that since the charges found proved against him are grave and serious in nature this Hon'ble Tribunal should not interfere with the decision taken by the Employer. The Employer submitted that in the event, it is held that enquiry is not held fair and proper or charges are not proved against the Workman (no case exists for the same). They may be allowed to lead fresh evidence before this Hon'ble Court to justify its action of dismissal.
7. The Employer admitted that he had employed the Workman as an "Operator" since 08/02/2010 with POC and his services were confirmed on 29/10/2011 as an Operator. The Employer stated that it was

reported that the Workman was committed serious acts of misconduct for which he was given a show-cause notice dated 10/04/2018. The Employer stated that the Workman replied to the said show-cause notice by his letter dated 16/04/2018 wherein he admitted his act. The Employer further stated that however, he was given one more opportunity to justify his case. The Workman was issued a charge-sheet dated 25/04/2018 alleging his act of misconduct and that his above said acts on his part tantamount to misconduct under clause 12 of the certified standing orders applicable to him as stipulated under clause 12(XV): Damage or loss, whether willful due to irresponsible action or damage due to negligence or carelessness to or /of work in process or to/ for any property of the establishment, Clause 12(XI): Commission of any act subversive of discipline or good behavior on the premises of the establishment and Clause 12(XXI): breach of any rules or instructions given by superiors for the proper function or safety of the establishment.

8. The Employer stated that after issuing the Charge-Sheet, an enquiry was held against him as per Certified Standing Orders (CSO) applicable to him by an independent Enquiry Officer. The Employer stated that the Ld. Enquiry Officer Mr. M. K. Manjrekar completed enquiry on 15/05/2018 in which he come to the conclusion that the charges levelled against the Workman are proved. The Employer stated that the Competent Authority, after receipt of the enquiry proceedings, its connected papers and findings of Ld. Enquiry Officer dated 08/06/2018 thoroughly gone to the said documents and concede and agrees to the findings of the Ld. Enquiry Officer. The Employer stated that thereafter they issued a show cause notice and furnished him a copy of the said findings vide letter dated 16/07/2018. The Employer stated that the Workman was also asked to submit his say on the same within 72 hours. The Employer stated that however the Workman did not response. The Employer stated that therefore by letter dated 07/08/2018 the Workman was given additional opportunity to submit his reply. The Employer stated that in spite of sufficient opportunity given to the Workman, he has not responded the same. The Employer stated that by the said show cause notice amongst other things, he was asked at to why extreme punishment of dismissal should not be imposed on him. The Employer stated that since the Workman did not submit any explanation to the said show cause notice within the prescribed time limit, it was presumed that the Workman has no explanation to offer. The Employer stated that by order of punishment dated 16/08/2018, they decided to dismiss the Workman from their services as his act of misconduct was found to be grave and serious in nature and his services terminated w.e.f.16/08/2018. The Employer submitted that the dismissal of the Workman was legal and justified and having regard to all circumstances this Hon'ble Court should not interfere with the decision taken by them. The Employer stated that full and final opportunity were given to the Workman to defend him. The Workman stated that in fact the Workman did not cross examined the management witness clearly stating that whatever stated by the said witness is correct. The Employer stated that the Workman in his statement admitted all the allegations and therefore they did not cross examining the said witness. The Employer denied that the enquiry held in English which he does not understand and that the enquiry was conducted in Konkani and Marathi and the same was recorded the English for the sake of convenience. The Employer denied that the case as pleaded by the Workman and prayed that the reference be dismissed with costs.
9. Thereafter, an Opportunity was given to the Workman to file his Re-joinder. However, Ld. Rep. Shri Subhash Naik George submitted that he does not wish to file any Re-joinder.

10. Based on the pleadings filed by both the parties this Hon'ble Court was pleased to frame the following issues on 09/08/2021 at Exb.9.
 1. *Whether a free, fair and proper enquiry was conducted against the Workman in respect of charge-sheet dated 25/04/2018?*
 2. *Whether the charges of misconduct levelled against the Workman vide charge-sheet dated 25/04/2018 have been proved to the satisfaction of this court by acceptable evidence?*
 3. *Whether the Workman / Party I proves that the action of the Employer in dismissing him from the service w.e.f. 16/08/2018 is illegal and unjustified?*
 4. *Whether the Workman / Party I proves is entitled for any relief?*
 5. *What Order? What Award?*
11. Thereafter, the Workman examined himself and produced on records certain documents in support on his oral evidence. He was cross examined by the Ld. Adv. Shri M. S. Bandodkar appearing for the Employer. After closing the evidence of the Workman on preliminary issues, matter was fixed for the evidence of the Employer. On 10/01/2024, Ld. Rep. Shri Subhash Naik George as well as Ld. Adv. Shri M. S. Bandodkar representing the Employer submitted that they are trying to settle the matter amicably between the parties and sought time. On 10/01/2025, the Workman alongwith his Representative Shri Subhash Naik George as well as Ld. Adv. Shri M. S. Bandodkar, representing the Employer remained present and both the parties submitted that they have settled the matter amicably between the parties and filed the application for award alongwith terms of settlement as well as receipt of payment at Exb.23-colly. The said terms and settlement are as under:
 1. It is agreed by the Employer/Party-II that the company shall pay a sum of Rs.2,00,000/- (Rupees Two Lakhs Only) by way of Demand Draft No.022568 dated 27.10.2025 Drawn on HDFC Bank in full and final settlement of all claim of the Workman arising out of his employment including claim as mentioned in the reference in full and final settlement of claim of Workman including any claim which can be computed in terms of money as well as claim of reinstatement or reemployment.
 2. It is agreed between the parties that Shri Madhusudan Ghadigaonkar, Workman/Party-I shall be paid the above mentioned sum of Rs.2,00,000/- (Rupees Two lakhs Only) in full and final settlement of all his claim arising out of the employment and the above reference and once said money is being paid to him, the Workman confirms that he shall not have any claim of whatsoever nature against the company including any claim which can be computed in terms of money and for reinstatement or reemployment.

I have carefully perused the said terms of settlement at Exb.23-colly signed by and between the parties herein above. The said terms of settlement are beneficial to both the parties. Hence, I consented for the same. Since the dispute under reference is settled between the parties, I hold that the dispute under present reference does not survive.

In view of above discussions, I proceed to pass the following Order.

ORDER

1. It is held that the action of the management M/s. Colgate Palmolive (India) Limited, Kundaim Industrial Estate, Kundaim, Goa in dismissing the services of its Workman, Shri. Madhusudan S. Ghadigaonkar, Operator, with effect from 16/08/2018, is illegal and justified, does not survive.
2. The Workman, Shri. Madhusudan S. Ghadigaonkar, is therefore not entitled to any relief.
No Order as to Costs.

Inform the Government accordingly.

-Sd/-
(Suresh N. Narulkar)
Presiding Officer
Labour Court-II

Order

24/10/1996/LAB/ESI/172

Date: 05-Mar-2025

Government is pleased to accept the notice of voluntary retirement dated 30/01/2025 tendered by Dr. Sangam D.S. Nadkarni, Insurance Medical Officer in ESI Scheme under Labour Department under Rule 43-1 of CCS (Pension) Rules, 2021 and to relieve him from the post of Insurance Medical Officer in E.S.I. Scheme under Labour Department with effect from 30/04/2025 (A.N.).

By Order and in the name of the Governor of Goa

Amalia O.F. Pinto, Under Secretary (Labour)

Department of Panchayat Raj and Community Development**Notification**

19/DP/Bye Election /Results/2025/1978

Date: 13-Mar-2025

In pursuance of sub-section (8) of Section 7 of the Goa Panchayat Raj Act, 1994 (Goa Act 14 of 1994) read with Rule 3 of the Goa Panchayat (Publication of name of elected member) Rules, 1997, it is hereby notified for the information of the public that the person specified in column (3) of the Schedule appended hereto have been duly elected as member of the Panchayat mentioned in the corresponding entry in column (2) of the said schedule from the ward shown against the name in column (4) of the said Schedule in the bye election held on **9th March, 2025**.

SCHEDULE

Sr. No	Name of Village Panchayat	Name and Address of elected members	Ward No.
1	2	3	4
1	Sao Jose de Areal	Sandeep Ram Naik, Hno. 542/C, Menezesbaht, Sao Jose de Areal, Salcete-Goa.	Ward No.-II (General)
2	Netorlim	Pranisha Pradeep Gaonkar, HNo. 108, Salgini Verlem, Netorlim, Sanguem -Goa.	Ward No. -V (Women)

Siddhi T. Halarnakar, Director of Panchayats and Ex-officio Joint Secretary

◆◆◆

Department of Personnel

Order

6/8/2022-PER/655

Date: 03-Mar-2025

On the recommendation of the Goa Services Board, the Governor of Goa is pleased to order transfer and posting of the following Senior Scale Officer of Goa Civil Service, in public interest, with immediate effect: -

Sr. No.	Name and present posting of the officer	Posted as
1.	Smt. Deepali D. Naik Project Director, DRDA (North) with additional charge of Director, Department of Rural Development	Project Director, DRDA (South)

Shri Premraj Krishnanath Shirodkar, Secretary, Goa Real Estate Regulatory Authority, shall hold the charge of Project Director, DRDA (North) and Director, Department of Rural Development in addition to his own duties.

The officers appointed on ex-cadre deputation post shall be governed by the standard terms of deputation.

The officers shall complete handing over and taking over process with immediate effect and submit compliance.

By Order and in the name of the Governor of Goa

Raghuraj A. Faldesai, Under Secretary (Personnel-I)

◆◆◆

Planning & Statistics

Notification

No. DPSE/IV-8th E.C./Proposal/2024-25/2839

Date: 04-Mar-2025

Consequent to the decision of the Government of India, Ministry of Statistics and Programme Implementation (MoSPI) to conduct the 8th Economic Census (Reference Year 2025-26) in the Country and in pursuance to the Implementation Framework issued by the Ministry in this regard, the Government of Goa is pleased to constitute State Level Co-ordination Committee (SLCC) comprising of the following members for the smooth and efficient conduct of the 8th Economic Census 2025-26 in the State.

1. Chief Secretary/Officer nominated by Chief Secretary - Chairperson
2. Commissioner cum Secretary, (Planning & Statistics) - Member
3. Commissioner cum Secretary, (Panchayats) - Member
4. Commissioner cum Secretary, (Municipal Administration) - Member
5. Secretary, (Industries, Trade and Commerce) - Member
6. Secretary, (Labour and Employment) - Member
7. Deputy Director General, National Sample Survey - Member

Office (NSSO), Fields Operations Division (FOD),

Regional Office, Goa

8. District Collector, North Goa District - Member
9. District Collector, South Goa District - Member
10. Joint Director, Micro, Small and Medium Enterprises (MSME),
Development and Facilitation Office (DFO)/Representative - Member
11. State Informatics Officer, National Informatics - Member
Centre (NIC)
12. Director, Directorate of Planning, Statistics and Evaluation - Member Secretary

Terms of Reference:

- a) To monitor preparedness, progress and to resolve administrative and technical issues faced in the conduct of Economic Census in the State on regular basis.
- b) To review deployment of adequate number of field functionaries (Enumerators and Supervisors) in the State for completion of the Census.
- c) To review progress of field work on a quarterly basis
- d) To ensure complete coverage of the data canvassed through validation against existing databases.
- e) To prepare report on data correctness based on supervision carried out by the State and NSSO (FOD) supervisors.
- f) To sensitize the business associates and citizens in general for cooperation, during the course of the census.
- g) To monitor the feedback received from District Level Coordination Committee and resolve issues, if any.
- h) To approve the provisional results of the Economic Census at State Level.

This has the approval of the Government vide U.O. No. 9195/F dated 13.02.2025

By order and in the name of the Governor of Goa

Vijay B. Saxena, Director and Ex-Officio



Notification

No. DPSE/IV-8th E.C./Proposal/2024-25/2840

Date: 04-Mar-2025

Consequent to the decision of the Government of India, Ministry of Statistics and Programme Implementation (MoSPI) to conduct the 8th Economic Census (Reference Year 2025-26) in the Country and in pursuance to the Implementation Framework issued by the Ministry in this regard, the Government of Goa is pleased to constitute District Level Co-ordination Committee (DLCC) – North Goa District comprising of the following members for the smooth and efficient conduct of the 8th Economic Census 2025-26 in the State.

1. District Collector, North Goa District - Chairperson
2. Director/Representative, Directorate. of Industries, - Member
Trade and Commerce
3. Director/Representative, Directorate. of Mines and Geology - Member

4. Director/Representative, Directorate of Planning, - Member Statistics and Evaluation, Porvorim Goa.
5. Director/Representative, Directorate of Panchayats - Member
6. Director/Representative, Directorate. of Municipal - Member Administration
7. District Information Officer, National Informatics - Member Centre (NIC), North Goa District
8. Representative of the National Sample Survey Office - Member (NSSO), Fields Operations Division (FOD), Regional Office, Goa
9. Additional Collector/Mamlatdar in Collectorate Member - Secretary (Convenor) attached to the North Goa Collectorate

Terms of Reference:

- a) To monitor preparedness, progress and to resolve administrative issues in conduct of 8th Economic Census in the District on regular basis.
- b) To provide feedback to the State Level Coordination Committee to perform its roles and functions effectively at the District Level.
- c) Sensitization of the local government functionaries at Panchayat/Ward level to extend full cooperation in the smooth conduct of the Economic Census and the Local Law and Order Agencies to counter any untoward incident during the course of the Census.
- d) To facilitate providing Block charts/ administrative unit maps of wards/villages for field work of Economic Census.

This has the approval of the Government vide U.O. No. 9195/F dated 13.02.2025

By order and in the name of the Governor of Goa

Vijay B. Saxena, Director and Ex-Officio



Notification

No. DPSE/IV-8th E.C./Proposal/2024-25/2841

Date: 04-Mar-2025

Consequent to the decision of the Government of India, Ministry of Statistics and Programme Implementation (MoSPI) to conduct the 8th Economic Census (Reference Year 2025-26) in the Country and in pursuance to the Implementation Framework issued by the Ministry in this regard, the Government of Goa is pleased to constitute District Level Co-ordination Committee (DLCC) – South Goa District comprising of the following members for the smooth and efficient conduct of the 8th Economic Census 2025-26 in the State.

- | | |
|---|-------------|
| 1. District Collector, South Goa District | Chairperson |
| 2. Director/Representative, Directorate. of Industries, | Member |

Trade and Commerce

3. Director/Representative, Directorate. of Mines and Geology	Member
4. Director/Representative, Directorate of Planning, Statistics and Evaluation, Porvorim Goa.	Member
5. Director/Representative, Directorate of Panchayats	Member
6. Director/Representative, Directorate. of Municipal Administration	Member
7. District Information Officer, National Informatics Centre (NIC), South Goa District	Member
8. Representative of the National Sample Survey Office (NSSO), Fields Operations Division (FOD), Regional Office, Goa	Member
9. Additional Collector/Mamlatdar in Collectorate attached to the South Goa Collectorate	Member Secretary (Convenor)

Terms of Reference:

- To monitor preparedness, progress and to resolve administrative issues in conduct of 8th Economic Census in the District on regular basis.
- To provide feedback to the State Level Coordination Committee to perform its roles and functions effectively at the District Level.
- Sensitization of the local government functionaries at Panchayat/Ward level to extend full cooperation in the smooth conduct of the Economic Census and the Local Law and Order Agencies to counter any untoward incident during the course of the Census.
- To facilitate providing Block charts/ administrative unit maps of wards/villages for field work of Economic Census.

This has the approval of the Government vide U.O. No. 9195/F dated 13.02.2025

By order and in the name of the Governor of Goa

Vijay B. Saxena, Director and Ex-Officio

**Notification**

No. DPSE/IV-8th E.C./Proposal/2024-25/2842

Date: 04-Mar-2025

Consequent to the decision of the Government of India, Ministry of Statistics and Programme Implementation (MoSPI) to conduct the 8th Economic Census (Reference Year 2025-26) in the Country and in

pursuance to the Implementation Framework issued by the Ministry in this regard, the Government of Goa is pleased to designate the following Officers for the smooth and efficient conduct of the 8th Economic Census 2025-26 in the State.

1. District Collector, North Goa District - District Charge Officer
2. District Collector, South Goa District - District Charge Officer

Role and Responsibilities:

- a) District Charge Officers will be wholly responsible for the conduct of the 8th Economic Census in their respective districts.
- b) The Census entails collection of data on smart phones using mobile app, validation, processing of data for finalization, monitoring of progress of all EC activities through dashboard and generating statistical reports at various levels.
- c) Appointment of adequate field functionaries (Enumerators and Supervisors) for the conduct of the 8th Economic Census and to monitor the preparedness for conduct of the Census. Block charts/ administrative unit maps of wards/villages will be provided to facilitate appointment of Enumerators and Supervisors.
- d) Appointment of Sufficient numbers of field functionaries as deemed necessary to avoid any stop gap in the conduct of the Census.
- e) The field functionaries (Enumerators and Supervisors) may be drawn from the Government Departments.
- f) Appointment of adequate number of Master Trainers at Taluka Level for training the field functionaries (Supervisors and Enumerators) with the help of Master Trainers from Directorate of Planning Statistics and Evaluation (DPSE), Government of Goa and Master Trainers from MoSPI, Government of India.
- g) Conduct of adequate trainings at all levels to the field functionaries (Enumerators and Supervisors) by the Taluka Level Master Trainers.
- h) Appointment of Additional Collector/ Mamlatdar in Collectorate as the Nodal Officer/Single Point of Contact (SPOC) for smooth implementation of the Economic Census and to assist the District Collector, for the respective district.
- i) Submission of Report on the progress of field work on monthly basis by the 5th of the following month, to DPSE.
- j) Sensitization of the local government functionaries at Panchayat/Ward level to extend full cooperation in the smooth conduct of the Economic Census and the Local Law and Order Agencies to counter any untoward incident during the course of the Census.
- k) Providing feedback to the State Level Coordination Committee to perform its roles and functions effectively at the State level.

- l) Submission of duly certified bills/vouchers on time for settlement of expenditure incurred to DPSE. It may be ensured that the expenditure is incurred strictly within the limits and guidelines of the Ministry.
- m) Conduct of Meeting of District Level Coordination Committees on Monthly basis or as deemed necessary to review the progress of the Census work and to resolve hurdles faced if any.

This has the approval of the Government vide U.O. No. 9195/F dated 13.02.2025

By order and in the name of the Governor of Goa

Vijay B. Saxena, Director and Ex-Officio



Notification

No. DPSE/IV-8th E.C./Proposal/2024-25/2843

Date: 04-Mar-2025

Consequent to the decision of the Government of India, Ministry of Statistics and Programme Implementation (MoSPI) to conduct the 8th Economic Census (Reference Year 2025-26) in the Country and in pursuance to the Implementation Framework issued by the Ministry in this regard, the Government of Goa is pleased to designate the Commissioner cum Secretary (Planning) as the State Charge Officer for the smooth and efficient conduct of the 8th Economic Census 2025-26 in the State.

This has the approval of the Government vide U.O. No. 9195/F dated 13.02.2025

By order and in the name of the Governor of Goa

Vijay B. Saxena, Director and Ex-Officio



Public Health Department

Order

44/5/2025-I/PHD

Date: 07-Mar-2025

In pursuance to the nominations for awards at National/State level, a scrutiny committee is constituted to finalize the candidate for awards at National/State level

1) Director of Health Services	Chairperson
2) Director (Administration)	Member
3) Deputy Director (Public Health)	Member
4) Deputy Director, Medial Store Depot (MSD)	Member
5) Deputy Director, (Dental)	Member
6) Deputy Director (AYUSH)	Member
7) Chief Medical Officer, Non Communicable Disease Control Programme	Member
8) State Epidemiologist /SSO, Integrated Disease Surveillance Programme	Member
9) Chief Medical Officer, State Family Welfare Bureau	Member Secretary

The terms of reference:

- 1) The committee will meet once a year in the month of July.
- 2) The committee will design the format to invite applications/ nominations for awards.
- 3) The committee will scrutinize the nominations for selecting the candidates under this Directorate for various Awards and accordingly finalize the candidates for the particular awards.

By order and in the name of the Governor of Goa

Dr. Pooja M. Madkaikar, Under Secretary (Health-II)

◆◆◆

Department of Revenue

Notification

28/4/8/2024/RD-I

Date: 06-Mar-2025

In exercise of the powers conferred by the second proviso to clause (ii) of sub-section (6) of section 32 of the Goa Land Revenue Code, 1968 (Goa Act No. 9 of 1969), the Government of Goa hereby exempts Shree Subrahmanya Vangmayee Parishad, Ghatiwado, Rivona, Sanguem, Goa, a Trust registered under No. 1 at pages 361 to 392 of Book No. IV. Volume No. VI dated 25th October, 2014 with the Sub Registrar, Canacona, from the payment of fees amounting to Rs. 7,00,000/- (Rupees Seven lakhs only) payable under the said Code, for conversion of the land admeasuring an area of 5000.00 sq.mts., surveyed under Survey No. 64 sub-division 2 of Rivona Village of Sanguem Taluka, District South Goa, State of Goa, subject to the condition that the said land shall be used exclusively for the purpose of construction of Pathshala premises.

By order and in the name of the Governor of Goa

Vrushika Kauthankar, Under Secretary (Revenue-I)

◆

Order

26/04/01/2025-RD/1751

Date: 06-Mar-2025

The Government of Goa is hereby pleased to constitute a State Level Committee (SLC) under the Chairmanship of the Chief Secretary, to monitor and review the progress of implementation of the pilot programme “*NAtional geospatial Knowledge based land Survey of urban HABitations (NAKSHA) under DILRMP*”. The terms of reference for the Committee is to meet quarterly to monitor and review the pilot programme “NAKSHA”.

The committee shall consist of the following members:

I.	Chief Secretary	----	Chairman
II.	Principal Secretary (Finance)	----	Member
III.	Commissioner cum Secretary (Revenue)	----	Member
IV.	Commissioner cum Secretary (Registration)	----	Member
V.	Commissioner cum Secretary (Urban Development)	----	Member
VI.	Secretary (Planning)	----	Member
VII.	Secretary (Information Technology)	----	Member

VIII.	Collector (South)	----	Member
IX.	Collector (North)	----	Member
X.	Director of Panchayats	----	Member
XI.	State Informatics Officer, NIC	----	Member
XII.	Director, Department of Information Technology, Electronics & Communication	----	Member
XIII.	Director, Department of Urban Development	----	Member
XIV.	Joint Secretary (Revenue)	----	Member
XV.	Director of Settlement & Land Records	----	Member Secretary

By order and in the name of the Governor of Goa

Vrushika Kauthankar, Under Secretary (Revenue-I)



Department of Town & Country Planning

Order

1/3/TCP(Part-File)/2017-19/545

Date: 10-Mar-2025

Read: 1. No. 1/3/TCP(Part-File)/2017-19/545 dated 10-Mar-2025.

The Directorate of Vigilance, Altinho Panaji, vide Order No. 15/11/2023-VIG/Part/122 dated 28/01/2025, has revoked the suspension of Smt. Sampurna P. Bhagat, Dy. Town Planner, Town & Country Planning Department.

Consequently, Smt. Sampurna P. Bhagat, Dy. Town Planner, is hereby posted at the Town & Country Planning Department (HQs), Panaji, with immediate effect, until further orders.

This is issued with the approval of the Government.

By order and in the name of the Governor of Goa

Vertika Dagur, Chief Town Planner (Administration) & Ex. Officio Joint Secretary